



Business Agent Report

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FAA License Deadline: As stated in previous Business Agent reports last year, if you still hold a **paper FAA license** it will no longer be valid on March 31, 2013. **That means you won't be able to work** as an A&P Technician! All paper certificate holders cannot exercise the privileges of their PAPER certificates after March 31, 2013. This includes all certificates that are issued under 14 CFR Part 63 and 65. 14 CFR 63.15(d) and 65.15(d) which reads as follows:

*Duration of certificates: Except for temporary certificates issued under §63.15 and 65.15, the holder of a paper certificate issued under this part **may not exercise the privileges of that certificate after March 31, 2013.***

The process to apply for your new certificate is simple, takes only a few minutes to complete and is a real bargain at only \$2.00. Just go to the following link to update your FAA license to the new plastic certificate:

http://www.faa.gov/licenses_certificates/airmen_certification/expiring_paper_certificates/

You can also log onto the FAA's web site and follow the prompts for replacing a lost certificate. If your airman certificate was issued after July 2003 and is a plastic "Credit Card" type certificate, it already meets the updated rule as specified in 14 CFR Parts 63 and 65 and you are in compliance with the FAR's.

Still Transitioning: Although we are currently in negotiations, we still have not completely transitioned into all of the articles of our latest CBA. Some examples of the contract language that has not yet been adopted by the Company are Training and establishing the Basic Area Qualifications (BAQ's) for purposes of overtime selection. We will continue to work with the individual management groups at the SFO point to ensure progress is made towards fully incorporating ALL of the language in our CBA. During this process, we ask all Technicians to follow and maintain the contract by preventing Company representatives from violating the provisions in the contract language. If any Company representative chooses to deviate from the contract language, get with your steward and file a grievance. This will not only start the grievance procedure, but acts as a formal record of the violation.

Negotiations Updates: Amalgamated negotiations in Chicago began during the week of January 7th. The first two and a half days were scheduled for required training sessions provided by senior mediator Pat Sims and mediator Michael Kelleher from the National Mediation Board (NMB). We are using “Expedited Mediation” which was adopted by the NMB in 2010. As previously reported, this process uses an Interest Based Bargaining method of negotiations where only the “interests” of both parties (Union and Company) are discussed during negotiating sessions. In other words, both sides talk about what we need and WHY we want it or, our “interests”. When the process is worked as directed, the time it takes to negotiate a contract is shortened to months as opposed to years using the traditional section 6 bargaining method of negotiations. To ensure we follow this process, each session has been overseen and directed by a Mediator from the NMB over the past three weeks. It is important that our members stay up to date as we proceed with amalgamating the sub-United, sub-Continental and sub-Air Micronesia contracts. Although we are currently scheduled to be away in negotiations the entire month of February, everyone can stay up-to-date by going to the **Teamsters SFO** web site and clicking on the Negotiations Update link. This will take you directly to the Mechanics Dispatch which will be updated at the end of each week following conclusion of negotiations for that session. As always, printed copies of the Mechanic’s Dispatch are available in the SFO Committee rooms.

Retirement Seminars Begin: Steve Loone and Joe Schwirian will be briefing the newly updated Retirement Seminar to your Shop Stewards. This will prepare them to answer questions members are asking regarding retirement. Following this presentation, the EAP committees will incorporate suggestions by the Stewards to modify the program before presenting the finalized seminar to members contemplating this next step in their careers. A retirement seminar is scheduled for Saturday February 9th from 0900 to 1200 in the Employees Communication Center (ECC or old SAM-C center). As always, we thank our Local SFO EAP committee for their dedication to not only helping out prospective retirees, but for all the help and support they give our members and their families every day.

Another Victory: As we have reported in the past, we have once again helped a member who was wrongfully discharged to receive their unemployment benefits after these services were contested by the Company and their Legal Counsel. While the Union continues the fight to return these employees to work through the grievance procedure, these benefits help members during their time on suspension without pay pending a decision rendered through the grievance process.

Member vs Member: We have been experiencing a rise in the number of member to member conflicts on the shop floor. While these types of events have normally gone unnoticed, times have changed with the implementation of the “Working Together” guidelines. Employees are now being terminated for what would have been considered mere disagreements or even bantering between two employees, and is now being looked upon as violence in the work place by management personnel. The Union discourages this type of behavior but also recognizes the dynamics of a multi-cultural work environment and the fact that we don’t always see “eye to eye”. When differences between members occur, we encourage them to seek out their Shop Steward to work out their differences before taking them to the Company. Once management becomes involved, they have an obligation to “maintain a safe work environment” for all their employees. Unfortunately, the Company’s proposal of resolving conflicts has become termination or suspension without pay rather than investing time into counseling employees and achieving a resolution to the issue. Once again, when you find yourself in a situation with a co-worker that you feel you can't resolve, get your Union Representative involved before taking it to your supervisor. We will work with all of our members to help resolve the problem before you find yourself terminated by the Company for violence in the work place.

Qualifications For BAQ’s: Even prior to the ratification of our current collective bargaining agreement, we have been advising all of our members to ensure their qualifications are up to date and accurately reflected in your personnel records. During the transition from the old T & Q (Training and Qualifications) system to the new MTSle (Maintenance Training Information System enterprise) program, several of you have found errors in your records and have had them corrected. Once again during this transitional period to the new MTSle program, we encourage ALL IBT members to invest some time in reviewing your qualifications by logging on to SKYNET and reviewing your current records for accuracy.

As we begin 2013, your SFO Teamster representatives wish you and yours a healthy and prosperous New Year!